

Schedule of System Maintenance Studies for FY 2004-2005

The Compensation team in the Department of Personnel and Administration (DPA), Division of Human Resources (DHR) maintains a list of all major system maintenance studies scheduled for the current fiscal year. System maintenance studies analyze occupations to determine if classes and/or pay grades are accurate, including conversion by class or position.

New Studies

EPS Occupational Group - This study will clarify the Enforcement and Protective Services occupational group definition to accommodate peace officer definition changes in recent statute. No consolidation or class series modifications will be made. No classes will be moved to or from the EPS occupational group. This study will be an occupational group definition change only and will keep the current structure intact. Travis Engelhardt is leading the study. (Updated 7/13/04)

Lottery Sales Representative - In response to a recent audit of the State Lottery, a study of the current pay structure and commission plan practice will be conducted. Travis Engelhardt is leading the study. (Updated 7/13/04)]

Administrative Law Judge - This study was approved during September 2004. Issues had arisen on the need for a developmental level below the fully operating ALJ I. Additionally, positions that have regional office management responsibilities placed in the ALJ II class are perceived as inequitable in comparison with ALJ IIIs. Formal proposals are anticipated prior to the December 1, 2004, annual survey update due by the State Personnel Director. Travis Engelhardt and Don Fowler will co-lead this study, with HR representatives from each of the user agencies. (Updated 10/1/04)

Abolishment of Vacant Classes - This is annual abolishment of vacant classes and will occur early 2005. (Updated 7/2/04)

Current Studies

PSE Salary Watch

The Physical Science and Engineering occupational group study will continue for the next fiscal year and involves monitoring salary trends as identified during the FY-02 PSE Consolidation Study. Classes include Electronic, Electrical, and Mechanical Engineers, Environmental and Physical Scientists, Landscape Architects, Actuaries, Statistical Analysts, and Civil Engineering Project Managers. Don Fowler leads the study team. (Updated 7/2/04)

DPA encourages interested parties to keep informed on the status of studies by visiting the DPA web site at <http://www.colorado.gov/dpa> or contacting their agency human resources office. The Compensation team can also be contacted at 303-866-2391 or at job.eval.comp@state.co.us.